



USI | URBAN STRATEGIES, INC.



THE ANNIE E. CASEY  
FOUNDATION

**Achieving  
better  
outcomes  
for all while  
addressing  
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contribute  
to racial  
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and block  
access to  
opportunity.**

# Results Count<sup>®</sup> Framework

## A FRAMEWORK TO ACHIEVE BETTER AND MORE EQUITABLE RESULTS FOR ALL

Urban Strategies, Inc., has made a commitment to using a results framework to learn about the impact it has around the country. To do so, USI is collaborating with the Annie E. Casey Foundation to build the internal and external capacity of the organization, and its partners. The leadership of USI believes that the concepts, approaches, and tools of Results Count<sup>®</sup> can accelerate its ability to achieve better and more equitable results for the families and neighborhoods it works with.

To build the capacity of the entire staff, the USI leadership will work with the Casey Foundation to deliver a series of Results Count<sup>®</sup> seminars. This first seminar will provide USI team leaders and others with an opportunity to learn more about Results Count<sup>®</sup> and apply what they learn to their efforts to ensure families are stable and thriving.

Results Count<sup>®</sup> is about achieving better outcomes for all while addressing factors that contribute to racial inequities and block access to opportunity. This requires that it intentionally:

- examines and attends to the properties of systems that perpetuate uneven results for those most burdened or disadvantaged in terms of the result
- uses targeted universalism to understand the problem leaders are trying to solve and the strategies they use to solve it
- does not conflate equity (giving everyone what they need to be successful) with equality (treating everyone the same)
- factors in historic and structural inequity/bias that situates populations differently
- holds diversity, inclusion, access and opportunity for those most impacted as both values and as necessary to advance population level results



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## FIVE CORE COMPETENCIES

1. Be results based and data driven, with clear targets and data to assess progress and change course.
2. Acts on disparities to advance equitable opportunities. Recognize that race, class and culture impact outcomes and opportunities for vulnerable children.
3. Use oneself as an instrument of change to move a result; individual leaders can lead from whatever position they hold.
4. Master the skills of “adaptive leadership” — awareness of how values, habits, beliefs, attitudes and behaviors impact action for results.
5. Collaborate with others, understanding that the capacity to build consensus and make group decisions enables leaders to align their actions and move work forward to achieve results.

## TWO FOUNDATIONAL FRAMEWORKS

- **Theory of Aligned Contributions:** The right group of leaders using specific skills to align actions and make contributions from role will result in measurable population-level change.
- **Person-Role-System:** Leadership is influenced by individual preferences, professional experiences and the role one plays in formal and informal systems.

## TWO FOUNDATIONAL SKILLS

- **Results-Based Accountability:** This approach differentiates population- and program-level results, uses data to develop impactful strategies and tracks whether work is contributing to results.
- **Results-Based Facilitation:** Leaders design, lead and contribute to meetings that move groups from talk to action and hold participants accountable for advancing the work.

